



CHAIRMAN OF THE JOINT CHIEFS OF STAFF MANUAL

J-7

DISTRIBUTION: A, B, C

CJCSM 3500.12

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JOINT PERSONNEL RECOVERY EDUCATION AND TRAINING STANDARDS FOR COMMANDERS AND STAFFS

Reference(s):


See Enclosure C for References

1. Purpose. To establish joint personnel recovery (PR) education and training (E&T) standards for commanders and staffs within the DoD as directed in references (a), (b) and (c).
2. Superseded/Cancellation. None.
3. Applicability. This manual applies to the Joint Staff, Military Departments, Combatant Commands (CCMDs), and Defense Agencies, referred to as *DoD Components*. The term "*Military Departments*" refers in this document to the Army, the Navy, the Air Force, and the Marine Corps. U.S. military, DoD civilians, and DoD contractor personnel authorized to accompany the U.S. Armed Forces are referred to as *DoD personnel*.
4. Procedures. The joint PR E&T standards for commanders and staffs are organized into six E&T disciplines. Each discipline has an overall goal and associated tasks. Discipline proficiency is achieved by accomplishing each goal's associated tasks (Enclosure B). Joint PR E&T for commanders and staffs has been developed with input and consensus from DoD Components in accordance with joint PR E&T requirements. Joint PR E&T will continue to evolve based on policy, guidance, and environmental changes. DoD Components developing and conducting joint PR E&T for commanders and staffs shall ensure compliance with this manual.
5. Summary of Changes. None.
6. Releasability. UNRESTRICTED. This directive is approved for public release; distribution is unlimited on NIPRNET. DoD Components (to include the CCMDs), other Federal agencies, and the public, may obtain copies of this

directive through the Internet from the CJCS Directives Electronic Library at <http://www.dtic.mil/cjcs_directives>. Joint Staff activities may also obtain access via the CJCS directives Electronic Library on SIPRNET.

7. Effective Date. This MANUAL is effective upon receipt.

For the Chairman of the Joint Chiefs of Staff:


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LTG, USA
Director, Joint Staff

Enclosures

- A - Disciplines for Joint PR E&T for Commanders and Staffs
- B - Joint PR E&T Disciplines, Goals, and Tasks for Commanders and Staffs
- C - References

ENCLOSURE A

DISCIPLINES FOR JOINT PR E&T FOR COMMANDERS AND STAFFS

1. Disciplines. Personnel Recovery in the Department of Defense is comprised of four comprehensive functions: preparation, planning, execution, and adaptation. Joint PR Education and training provides the tools to support these four functions. Commanders and staffs must demonstrate competence in six corresponding disciplines to prepare for, plan, and execute joint personnel recovery operations effectively.

a. PR Planning (PR P). Personnel educated and trained to the PR P standard will be able to develop a PR appendix (Appendix 5 to Annex C) for an operation plan (OPLAN), in coordination with joint planning groups and with interagency and multinational partners.

b. Intelligence Operations and Planning for PR (PR I). Personnel educated and trained to the PR I standard will be able to develop an intelligence concept of operations (CONOP) in support of PR operations at the operational level in joint environments, in coordination with interagency and multinational partners.

c. PR Execution (PR E). Personnel educated and trained to the PR E standard will be able to coordinate PR execution in a joint environment at the operational level, in coordination with interagency and multinational partners.

d. Non-Conventional Assisted Recovery (NAR) (PR N). Personnel educated and trained to the PR N standard will be able to plan, manage and execute NAR in a joint environment at the operational level, in coordination with interagency partners.

e. PR Reintegration (PR R). Personnel educated and trained to the PR R standard will be able to manage the reintegration process.

f. PR Debriefing (PR D). Personnel educated and trained to the PR D standard will be able to conduct PR debriefings.

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ENCLOSURE B

JOINT PR E&T DISCIPLINES, GOALS, AND TASKS FOR COMMANDERS AND STAFFS

Discipline: PR Planning (PR P)	
Goal: Develop a PR appendix (Appendix 5 to Annex C) for an OPLAN	
Ref: a, b, c, d, e, f, h, i and j	
This discipline supports Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery	
PR P-1	Apply PR fundamentals
PR P-2	Analyze a force structure's PR capabilities
PR P-3	Structure a PR command and control (C2) architecture
PR P-4	Prepare an Appendix 5 to Annex C
PR P-5	Prepare a Tab A to Appendix 5 to Annex C, Search and Rescue
PR P-6	Prepare a Tab B to Appendix 5 to Annex C, NAR
PR P-7	Prepare a Tab C to Appendix 5 to Annex C, Survival, Evasion, Resistance and Escape
PR P-8	Prepare a Tab D to Appendix 5 to Annex C, Reintegration
PR P-9	Prepare a Tab E to Appendix 5 to Annex C, Accounting
PR P-10	Integrate adaptation into the planning process
Discipline: Intelligence Operations and Planning for PR (PR I)	
Goal: Develop an intelligence CONOP in support of PR operations at the operational level	
Ref: a, b, c, d, e and g	
This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery	
PR I-1	Apply PR fundamentals
PR I-2	Analyze the intelligence architecture's ability to support PR
PR I-3	Analyze the human geography influence on PR
PR I-4	Forecast the adversary's capability to influence PR
PR I-5	Develop an intelligence estimate in support of PR
PR I-6	Develop the intelligence sections of an OPLAN in support of PR
PR I-7	Develop a collection strategy to support PR
PR I-8	Adapt the intelligence process based on observations
Discipline: PR Execution (PR E)	
Goal: Coordinate PR execution in a joint environment at operational level	
Ref: a, b, c, d and j	
This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery	
PR E-1	Apply PR fundamentals
PR E-2	Apply command and control principles to PR
PR E-3	Process a PR incident report

PR E-4	Determine the location of isolated personnel
PR E-5	Coordinate PR support
PR E-6	Coordinate a PR operation
PR E-7	Facilitate reintegration
PR E-8	Conduct an after action review
Discipline: Non-Conventional Assisted Recovery (PR N)	
Goal: Plan, Manage and Execute NAR in a joint environment at the operational level	
Ref: a, b, c, d, f, and i	
This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery	
PR N-1	Apply the fundamentals of PR within the framework of a NAR network
PR N-2	Apply command and control principles to NAR
PR N-3	Coordinate NAR
PR N-4	Apply intelligence support to NAR
PR N-5	Develop a NAR Plan
PR N-6	Manage NAR execution
Discipline: PR Reintegration (PR R)	
Goal: Manage the reintegration process	
Ref: a, b, c, d, g, j, and k	
This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery	
PR R-1	Explain reintegration principles
PR R-2	Manage a reintegration event
PR R-3	Plan for reintegration
PR R-4	Establish logistical support for reintegration
PR R-5	Integrate media into the reintegration process
PR R-6	Support the returnee's family during reintegration
PR R-7	Describe post isolation support activities (PISA)
Discipline: PR Debriefing (PR D)	
Goal: Conduct PR debriefings	
Ref: a, b, c, d, g, j, and k	
This discipline is in support of Universal Joint Task OP 6.2.9: Coordinate Personnel Recovery	
PR D-1	Plan for a debrief/interview
PR D-2	Coordinate a debrief/interview
PR D-3	Conduct a debrief/interview
PR D-4	Disseminate debriefing/interview products

ENCLOSURE C

REFERENCES

- a. DoD Directive 3002.01, 16 April 2009, incorporating change 1 dated 4 April 2013, "Personnel Recovery in the Department of Defense"
- b. DoD Instruction O-3002.05, April 12, 2016, "Personnel Recovery (PR) Education and Training"
- c. CJCSI 3270.01 Series, "Personnel Recovery"
- d. Joint Publication 3-50, 02 October 2015, "Personnel Recovery"
- e. CJCSM 3122.01 Series, "Joint Operation Planning and Execution System (JOPES)"
- f. CJCSM 3130.03 Series, "Adaptive Planning and Execution (APEX) Planning Formats and Guidance"
- g. DoD Instruction 3115.10E, 24 March 2006, "Intelligence Support to Personnel Recovery"
- h. CJCS Notice 3500.01 Series, "Chairman's Joint Training Guidance"
- i. DoD Instruction 3002.04, 17 November 2014, "DoD Personnel Recovery -- Non-conventional Assisted Recovery (NAR)"
- j. DoD Instruction 3002.03, 15 July 2013, "DoD Personnel Recovery -- Reintegration of Recovered Personnel"
- k. CJCSM 3500.11 Series, "The Department of Defense Survival, Evasion, Resistance, and Escape Psychology Program"

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